

MCPA-SCAN

What is it?

The MCPA-SCAN is an online assessment that assesses an individual's:

- Current capability to manage complexity, ambiguity, and uncertainty
- Decision-making capability (operational through to strategic)
- Theme of Work where he / she will experience 'flow' and engagement
- Future potential

Features and Process

- The MCPA-SCAN is derived from the full MCPA
- It is a semi-automated process
- Candidates complete an online questionnaire (approx. 1 hour)
- An MCPA practitioner reviews and finalises the result
- Current and future potential is reported on

The MCPA - SCAN will be beneficial when you need to:

- Select the 'right people into the right roles'
- Select or develop junior to middle-management level employees
- Increase the level of flow and engagement in your organisation
- Create a platform for mentoring and career path management
- Develop talent pools for succession planning
- Enhance job and organisational performance
- Improve talent retention, job satisfaction and commitment

Outputs of the MCPA - SCAN:

- Reports are made available to both organisations and candidates
- Reports are available after 24 hours
- Reports include current / future potential and developmental actions
- Feedback can be provided on request at an additional cost

MCPA - SCAN versus the MCPA

Features	MCPA - SCAN	MCPA
Job Level Suitability	Junior – Middle Management	Senior / Executive
Online	✓	✓
Validation Required	X	✓
Practitioner Judgement	✓	✓
Validity of Results	5 years	At least 10 years
Completion Time	Approx. 1 hour	2.5 hours
Transition Ages	X	✓
Feedback Included	X	✓
CLC provided	✓	✓
Mode provided	Broader indication of Potential	✓
Work Experience Required Prior to Completion	Minimum 1 year	Minimum 5 years

For more information on the MCPA-SCAN or a free consultation please contact enquiries@edacen.com or call 011 4502434.



MCPA-SCAN PRACTITIONER ACCREDITATION TRAINING

MCPA-SCAN Practitioner Accreditation training forms part of MCPA training.

More information on dates and prices can be sourced by contacting EDAC on enquiries@edacen.com.

Potential practitioners must meet training requirements and need to be accredited and licensed to practice within organisations.

Competence and standards are continuously and rigorously monitored.

Contact EDAC

Johannesburg Office (Operations)
Phone: +27 (0)11 450 2434
Email: enquiries@edacen.com
Website: www.edacen.com